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ABSTRACT

There are an estimated 10 million Spanish-speaking Americans who constitute the second largest minority group in the nation. Included in this group are Mexican Americans, Puerto Ricans, and Cubans. Life styles of the Spanish-speaking Americans, who were here before the Pilgrims, did not change significantly with the arrival of the Northern European cultures. However, the conflict which developed between the cultures has severely affected the social conditions of the Mexican American, his descendents, and the recent Mexican migrant. The Mexican American is looked upon as the remnant of an alien culture and an interloper on what had once been his ancestors' soil. Statistics and attitudes poignantly reflect the nation's social and political neglect of the Mexican American and other Spanish-speaking people. In 1969, the Federal Government created an inter-agency committee on Mexican American affairs: the Cabinet Committee on Opportunities for Spanish Speaking People (CCOSS). Activities of CCOSS are concerned with manpower and equal employment opportunity, economic development, housing, community and neighborhood development, education, comprehensive social and rehabilitative services, public affairs, and research. (EJ)

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THE SPANISH SPEAKING PEOPLE
OF THE UNITED STATES

A NEW ERA

A Publication of the Cabinet Committee on
Opportunities for Spanish Speaking People

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** * * As I think of Mexico and the United States, I think of the present, of the great contributions that Mexican Americans (and all Spanish-speaking people) have made to our country and are making. I think of the contribution and of the debt we owe to them—an obligation that we have not adequately fulfilled in the past and that we hope that we can more adequately fulfill in the future so that all Mexican Americans (and all Spanish-speaking people) can play their equal part in the progress of this Nation.*

President Nixon's Remarks to Gustavo Diaz Ordaz,
President of Mexico, September 3, 1970

CABINET COMMITTEE ON OPPORTUNITY FOR THE SPANISH SPEAKING
(Formerly Inter Agency Committee on Mexican American Affairs)
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OFFICE OF THE CHAIRMAN

The decade of the Seventies is perhaps the most crucial period for the American people as we seek to reaffirm the virtues on which this nation was founded. For the Spanish speaking American, it is the dawn of achievement and progress. If reform and brotherhood are to be achieved through concern and understanding, then this effort must include recognition of the problems and increased opportunity for a group of original Americans who up to now have existed as tenant citizens of this country.

We, the Spanish speaking people, also have the responsibility to live up to the challenge that we have forged. As we pass through the stage from rhetoric to action, we must recognize in the pursuit of our goals that one's approach may not necessarily coincide with another's philosophy. In any group there is always diversity of opinion as to the ways and means to achieve a given goal. Our guiding ethic should be the betterment of the Spanish speaking community. It is to our benefit to enlarge on the areas of agreement and relegate the areas of disagreement to their proper perspective, thereby increasing our opportunity for success and discarding a burden that too often has hampered us in the past.

An understanding of the role we all play must also be better developed if we are to reach our goals. Each of us has something to offer just as each of us has his limitations. The relevance and assessment of each of us lies in our subscription and commitment to a common cause in accordance with our available resources and talent though we may track on a different plane or march to a different drummer.

In the end, let us leave as a legacy to future generations the significance of how we did it, as well as the value of what we did; but more important, that we did it together.

Martin G. Castillo
Chairman

The Spanish Speaking People of the United States

There are an estimated 10 million Spanish speaking Americans who constitute the second largest minority group in the Nation. Pockets of these Spanish speaking Americans can be found in nearly every state of the union.

The Mexican Americans represent the largest segment of the Spanish-speaking population. They number more than 6 million. The majority of Mexican Americans reside in the five Southwestern states: Texas, California, Colorado, New Mexico, and Arizona. There are also sizable concentrations in the cities of Chicago and Kansas City and in the States of Nevada, Indiana, and Washington.

The Puerto Rican population in the United States reaches an estimated 1.5 million. Approximately 90 percent of this total are concentrated in the

Spanish Speaking Family On A Fishing Holiday

Mexican Americans In Texas Signing Up For Jobs in Migrant Stream

East. The hub of the Puerto Rican community is New York City, where more than a million reside. Chicago has about 100,000. Other Puerto Rican communities are located as far west as California and as far south as Florida.

The Cubans, who now number more than 500,000, are another rapidly growing segment of the Spanish-surnamed population. Theirs is a recent migration beginning in the late fifties when many were dislodged from their island nation by the Castro revolution. They have concentrated in the New York-New Jersey area, and Florida. Some have migrated as far as California.

There is also a growing number of Latin Americans resettling in the United States. Now numbering about 1.5 million, they have settled mostly on the East Coast. The Washington, D.C., metropolitan area boasts one of the largest communities with an estimated 75,000 persons.

Although the Spanish-speaking Americans come from various origins, they are welded by a common language and common traditions. Spanish-speaking Americans, who were here before the Pilgrims, are a paradox in the history of a nation that was built on the kinship of cultures and races. The first Spanish settlers arrived in the Southwest in 1540 and by the early 17th century had started a string of missions from Texas to California, giving rise to such cities as San Antonio, San Diego, Los Angeles, and San Francisco.

The colonial population was augmented by Mexican pioneers who built communities along the length of the Rio Grande River and along the Mexico-United States border from Brownsville to San Diego. In the early 1900's the Southwest became a haven for many more fleeing the revolutionary upheaval in Mexico and still more coming for the employment offered with the expansion of the railroads. A northward migration began to the steel mills in Indiana and to the farms in Illinois, Ohio, Idaho, and Colorado for employment in the seasonal crops.

The Spanish culture and language gave the Southwest its texture and made significant contributions to the nation's cultural vitality. The arrival of the Northern European cultures did not significantly change the lifestyles of the Spanish-speaking people. The conflict that developed between the two cultures did, however, severely affect the social condition of the Mexican American, his descendants, and the new Mexican immigrants. The Mexican American was looked upon as the remnant of an alien culture and as an interloper on what had been his ancestors' soil.

The neglect and lack of opportunity that have followed through the years subsequent to the Mexican War of 1846–48, pushing the Mexican American and his fellow Hispanos into exclusion and poverty, taking their toll in his disenfranchisement, are actively affecting him today. In 1970, as man reaches the moon, the Spanish-speaking American is still reaching for the basic goals of education, social justice, and equal economic opportunity.

Statistics and attitudes poignantly reflect the nation's social and political neglect of Mexican Americans and other Spanish-speaking people. Deficient in education, they serve as the community brawn, working in poverty level jobs that provide little upward mobility. Their impact as political entities appears negligible. In the American confluence, their heritage and language have only allowed them to progress from the dilemma of suspicion and hostility to the stigma of condescension and disparagement.

In essence, the Spanish-speaking people today find themselves on the sidestreets of American progress and opportunity, burdened with the problems that grew from their unique ethnology's being submerged in a dominant culture with a strong ethnocentric orientation.

The Socioeconomic Crisis*

The social conditions affecting the Spanish-speaking people of the United States today stem from their bicultural, bilingual characteristics, and a conspicuous exclusion from the American socioeconomic mainstream. The problems touch every facet of their lives and have seriously handicapped their upward mobility.

The most pressing deficiency is education, an indispensable tool in today's technological age. Almost every meaningful job nowadays requires at least a high school education. Statistics point out, however, that the Spanish speaking are woefully lacking in educational attainment. It compounds their employment problems and locks them into the most menial jobs.

(*Most figures are based on the 1960 census reports and a few are the result of special studies conducted by other government or private agencies. None are the result of original research by the CCOSS.)

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In the Southwest, Spanish-speaking persons 14 years of age and older average 3.9 years less schooling than the Anglo and 1.6 years less than the nonwhite population. In New York City, half of the Puerto Ricans over 25 have less than an eight grade education. Of this same age category, 87 percent dropped out without finishing high school.

Spanish-speaking males 14 years old and over with no schooling range from 5.3 percent in Colorado to 16.0 percent in Texas. Also, in Texas 64.7

A Puerto Rican Waif Hides Behind A Door

percent of Spanish-speaking Americans do not complete grade school. In Arizona, it's 52.1 percent and in California, 37.4 percent.

Few Spanish-speaking Americans go to college. Although they constitute 15 percent of all persons under 25, they represent only 6.2 percent of the total college enrollment.

Few Spanish-speaking Americans finish college. The percentage of Spanish-speaking males with a college degree range from 1.8 percent in Arizona to 2.8 percent in California. Only 1.2 percent of the Puerto Rican students on the mainland enter college as compared to the total population's average of more than 50 percent.

The data underscores the shortcomings of the American school system in meeting the special educational needs of the Spanish-speaking and in employing methods that repress their educational ambitions.

Job Opportunities Are Scant

With or without education, good job opportunities are hard to come by for this minority. Many Spanish-speaking people with the proper skills and qualifications in most cases do not get the same opportunities or advance as rapidly as other groups.

Ten years ago, 79 percent of all Spanish-speaking American workers held unskilled or semiskilled jobs. In New York City where 100,000 of the residents are Puerto Rican, only 2.9 percent held white-collar jobs.

A survey in a Spanish-speaking American district in South Texas showed that 47 percent of the men were either unemployed, underemployed or earning less than $60 per week. Although the Spanish-speaking constitute approximately 8 percent of the nation's work force, they comprise only 2.8 percent of the federal Government's total nationwide employment. Despite the fact that the federal Government has become the best employer of Spanish-speaking Americans in the Southwest, most of them hold low civil service ratings, such as in the postal service where 70 percent are at entry level and 91 percent are in the lower paying grades of 1 through 4.

One of the most insidious exploitations of the Spanish-speaking labor force is in agriculture. Large numbers of Mexican Americans and Puerto Ricans are migrant workers. Their nomadic labor makes it difficult to count them but in the state of Michigan alone, 78 percent of the 89,000 are Spanish speaking. They have few laws to protect them and their travel deprives them of welfare programs, education, and political representation.

Unemployment is generally higher among Spanish-speaking people than among other groups. In 1966, a study showed that the New York metropolitan area had an unemployment rate of 4 percent while in East Harlem, a predominantly Puerto Rican neighborhood, the rate of unemployment reached 9 percent.

In San Antonio, the East and West sides, composed of 84 percent Mexican Americans, have an unemployment rate of 8.1 percent compared with the city's overall figure of 4.2 percent.

Many Live in Hard-Core Poverty

The dismal job situation has created hard-core poverty for a large number of the Spanish-speaking people, with figures varying substantially between urban and rural areas. In income, nearly 50 percent of Spanish-speaking American families fall below the poverty line of $3,200. In the Southwest, 30.8 percent of the urban Mexican Americans live in poverty and in rural areas, this ratio rises to 58.7 percent. In New York City, 61.9 percent of the Puerto Rican families with five or more members are below the poverty line.

The economic conditions force this group to live in ghettos crowded into dilapidated homes. In most cases they are generally unable to secure any of the public services such as health and sanitation facilities. The Spanish-speaking American is seven times more likely to live in substandard housing than his Anglo counterpart. The mortality rate at birth or during the first year is twice that of the Anglo. The average lifespan of Spanish-speaking Americans in Colorado is 56.7 years as opposed to 67.5 years for others. The average life expectancy of a Spanish-speaking child born to a migrant family is 38 years old. Among the Spanish-speaking migrants, 41 percent of the deaths occur by 5 years of age.

Civil rights have come slowly to the Spanish-speaking people. Many elements of society continue to perpetuate discrimination and oppression. These range from the simple disparagement of his origin and background in the news media to gross discrimination in some school systems.

Law enforcement presents another problem, mostly because there are very few Spanish-speaking peace officers. In the Southwest, about 7.4 percent of the total uniformed personnel in 232 agencies are Spanish-speaking Americans. In Phoenix, Ariz., 95 percent of all trials in that city have no Spanish-speaking Americans sitting on the jury. In Los Angeles

A Mexican American Viejito Picking Beets

County, where there are nearly 500,000 eligible Spanish-speaking residents, only four served as grand jurors during a period of 12 years.

The Spanish-speaking also fare badly in political and legislative representation. In California, 9.1 percent of the population is Spanish-speaking but less than 1 percent sits on the state legislature. In Texas, the ratio is 6.6 percent representation for a 14.8 percent population.

Even the casualty rate in world conflict falls heavy on the Spanish-speaking, as the Vietnam war will attest. In Texas, the Spanish-speaking represent 14.8 percent of the population and 18 percent of the casualties. In California they represent 9.1 percent of the population and 12.3 percent of the casualties.

Time, however, is no longer standing still for the Spanish-speaking population. Throughout the nation, a wave of concern and indignation has triggered an era of reform led by Spanish-speaking Americans committed to a greater share and participation for their people.

Chairman Castillo Meets With President Nixon

(On December 31, 1969, President Nixon signed a bill transforming the Inter-Agency Committee on Mexican American Affairs into a statutory Cabinet Committee on Opportunities for Spanish-Speaking People.)

In signing this bill, I reaffirm the concern of this government for providing equal opportunity to all Spanish-speaking Americans . . . Many members of this significant minority group have been too long denied genuine, equal opportunity. For example, many have been denied the dignity that comes from useful job training, good jobs, and a real share in American business enterprise.

The Cabinet Committee will foster a new awareness within government of the specific needs of this significant group and will insure that existing and future government programs in fact reach the Spanish-speaking people.

Working together, we can swing wide the door to dignity and self-help to millions of our fellow citizens. This administration is determined to speed the day when every member of this group has his fair share of opportunity, and the American system fully benefits from the resourcefulness and traditions of the Spanish-speaking heritage.

Accordingly, I sign this bill con gusto—with the enthusiasm and determination to make equal opportunity a reality in these United States.

The Cabinet Committee on Opportunities for Spanish-Speaking People

Spanish-speaking Americans have been commonly described as the forgotten minority. Society did not sense their plight until minority groups began demanding a better, more equitable America.

Few people or institutions have bothered to understand the problems of the Spanish-speaking American, nor are they solicitous to see these problems solved. Mexican Americans in particular are viewed as an enigmatic group—aloof, proud, and long suffering.

The Federal government focused its attention on domestic unrest more than 10 years ago with a host of educational, antipoverty, and economic development programs; however, only token participation was provided for the Spanish-speaking minority. None of the programs addressed themselves to the unique problems and needs of the Spanish speaking.

SBA Administrator Hilary Sandoval and Chairman Castillo Headed a Group of Spanish Speaking Federal Officials Who Briefed Vice President Spiro Agnew In The White House Cabinet Room On Issues Of The Spanish Speaking Community.

The CCOSS team: Seated, left to right, Carlos Conde, communications; John Bareno, administration; Chairman Martin G. Castillo. Standing, left to right, Henry A. Quevedo, programs; Manuel Oliverez, manpower and economic development; Juventino B. Casas, Jr., legal affairs; Carlos Ruiz, legislative affairs, Merci Hernandez, Placement and Alejandro Becerra, community development.

The Federal government was persuaded to create the Inter-Agency Committee on Mexican American Affairs, a special agency that would concern itself with the issues and needs of the more than 6 million Mexican Americans. In 1967, this Agency was created by Presidential memorandum. Its purposes were to assure that Federal programs reached the Mexican Americans, to provide the assistance needed to seek new programs to handle their exceptional problems, to serve as an ombudsman within the government for the Mexican Americans, and to be the central liaison point between the communities and the Federal officials.

In April, 1969, President Nixon named Martin G. Castillo as the new IACMAA chairman. Castillo formed a new team to continue the functions of the agency.

Because the Inter-Agency Committee needed a sense of continuity in order to perform its advisory and advocative roles effectively, legislation was introduced to make it a statutory agency. Included in the bill was a new agency name: "The Cabinet Committee on Opportunities for Spanish Speaking People." The new agency title reflected the expanded scope of the committee. The committee's legislative mandate directed it to encompass the affairs of all Spanish-speaking Americans; i.e., Mexican Americans, Puerto Ricans, Cubans, etc. On December 18, 1969, Congress passed the bill establishing the new committee and on December 30, President Nixon signed the bill into law.

Chairman Castillo heads a staff of approximately 30 personnel and detailed consultants from other cooperating Federal departments and agencies. Under Chairman Castillo are two executive directors who function in the areas of administration and programs. John T. Bareno is Executive Director for Administration and is primarily responsible for internal agency operations and equal employment opportunities for the Spanish speaking in the Federal government. Henry A. Quevedo is the Executive Director for Programs. Mr. Quevedo is primarily responsible for directing the committee's advisory efforts and technical assistance in the major program areas of concern.

CCOSS' major areas of concern are as follows: The advocacy of equal employment opportunities for the Spanish-speaking in the Federal government, equitable distribution of federal services, programs and funds to meet the needs of the Spanish-speaking, and providing technical assistance in program areas designed to meet the unique needs of the Spanish-speaking.

CCOSS' major program concerns are in the areas of economic and manpower development, housing and community development, legislative and legal affairs, communications and research, and limited government placement services.

The committee is an advisory body which is essentially involved in assisting other federal agencies to develop and initiate programs for the Spanish-speaking people. One high priority of the committee is to provide technical assistance in the development of community projects directed by the Spanish-speaking communities and targeted to their individual needs.

CCOSS is an independent office in the executive branch of the federal government. It is responsible to Congress through the President. It has been authorized for 5 years, after which time new legislation must be enacted to keep it in being.

The "committee" is made up of those Cabinet-level members and others whose department and agencies provide resource assistance and who, by law, must meet four times a year to review the state of affairs concerning the Spanish-speaking American and address themselves to the programmatic reach of the federal agencies to the Spanish-speaking communities.

Members of the committee include, with the chairman:

Secretary of Agriculture.
Secretary of Commerce.
Secretary of Housing and Urban Development.
Secretary of Labor.
Secretary of Health, Education and Welfare.
Director, Office of Economic Opportunity.
Secretary of the Treasury.
Attorney General.
Administrator, Small Business Administration.
Chairman, Civil Service Commission.
Commissioner, Equal Employment Opportunity Commission, most concerned with Spanish-speaking affairs.

Activities of the Cabinet Committee

Because most available material on the status or condition of the Mexican American and other Spanish-speaking groups is based on estimates, the first effort of the Cabinet Committee was to find the scope and definition of the problems that affect this group of Americans. Because no accurate national statistics had been developed by any private or public census, there was a great need to move aggressively into this area. Policy meetings were arranged early in the year with the Secretary of Commerce and the Director

Manuel A. Velasco of Houston Takes Oath As Chief of the Civil Rights Division For The Southwest of The Department of Justice. Others, left to right, are Asst. Atty. Gen. Jerris Leonard, Presidential Advisor Leonard Garment, CCOSS Chairman Martin Castillo and Manuel Ruiz, Commissioner, Civil Rights Commission

of the Bureau of the Census, to begin the process of counting the second largest minority in this country for the first time since the census was created as a constitutional mandate in 1790.

The meeting determined to federal officials why the inclusion of the Spanish-speaking groups as a separable and distinct group was not only desirable but also necessary. Further meetings between the CCOSS and Census officials finally produced questions in the 1970 census which, it is hoped, will yield for the first time in history accurate and comprehensive indicators (housing patterns, education, employability, employment history, health indices, etc.) and show the extent by which Federal assistance programs as well as private opportunity have bypassed an unreasonably high number of our largest native minority group.

At the urging of the Cabinet Committee, the Bureau of the Census also appointed a planning group of Mexican Americans to advise it on specific statistical information required for the Spanish-speaking people. The Census Bureau plans to produce two special volumes of socioeconomic statistics on the Spanish-speaking people. In the pages that follow, it will become even more clear why this first accomplishment of the CCOSS shall produce the greatest return in equal opportunity for the longest period of time.

To assist the federal government in addressing its resources and commitment to the Spanish speaking, the CCOSS staff is establishing a specific plan of activity, with identified priorities, from which a meaningful master plan for progress can be launched. The following report of activities sets the framework of this master plan, reflecting long-range activity and the day-to-day efforts that contribute to the rational and measurable eradication of obstacles to opportunity.

Manpower and Equal Employment Opportunity

Since the majority of the Spanish speaking are unemployed, marginally employed or underemployed, the thrust of the CCOSS has been to expand the participation and job training opportunities in Federal assistance manpower programs. The manpower department under Manuel Oliverez has drafted and recommended restructures guidelines for Department of Labor programs as these programs affect the Spanish speaking. Major accomplishments in this area include:

Addition of increased stipended hours in the "Jobs 70" program for job-related education in basic English comprehension for Spanish-speaking monolingual enrollees.

The establishment, under the Department of Labor funds, of a training center in El Paso, Tex. (52 percent Mexican American and

officially the second poorest city in the Nation) for 250 career slots for upgrading employment.

The funding of a new careers program in California to the extent of $1 million for manpower training under the auspices of the Mexican American Manpower Agency, Inc., a consortium of 26 California manpower program operators.

Funding for "Project Adelante" in the nation's Capital to prepare credentialed or certified professionals immigrated from Latin American countries to allow them to enter high shortage professions.

Funding for hotel services training program under the Pan American Development Corp. in Las Cruces, N. Mex.

Regional Conference on Manpower Program Planning for Spanish-speaking community manpower program operators to train them in the most recent "Jobs 70" program guidelines, as a result of which 14 "Jobs 70" contracts have been developed for the Southwestern states.

In addition, the CCOSS staff has reconstructed testing materials for Manpower Training and Development Act programs including more realistic verbal aptitude tests and achievement tests; developed guidelines for States Annual Plan of Service required by the Department of Labor which reviews positive action taken by states in the employment of Spanish-speaking persons. In conjunction with the Department of Labor, CCOSS has also conducted a special workshop in Washington for Puerto Rican manpower program operators to provide the highest level of technical assistance in program development.

Manpower program specialists have also developed liaison with state human resources departments to advise through the Department of Labor regarding day-to-day involvement of Spanish-speaking enrollees in programs. In addition, CCOSS has developed and is seeking funding for a prototypical program for vocational rehabilitation of Spanish speaking inmates in San Quentin which provides inmates an opportunity to return to society as parolees or releasees with acquired job skills.

CCOSS has sought and found private industry funding for the only supervisory and mid-level management training programs, designed especially for the Spanish speaking. (A recent EEOC study shows that less than .5 percent of management positions are held by Spanish surnamed persons in areas where the population percentages reach as high as 40 percent.) Employers will provide tuition moneys for enrollees. The University of Southern California School of Management has developed a high intensity curriculum and program for immediate placement with advance commitment from specific employers. An on-going function of our manpower specialists is providing technical assistance to community program groups in areas of concentrated employment projects, work

incentive programs, and institutional MDTA programs. We have rendered this specific technical service to 212 programs in the last 9 months.

Since the Federal government is also an employer and is charged with the duty of leadership in equal opportunity, we have developed a skills bank in the CCOSS personnel management section under the direction of Merci Hernandez which serves as a referral source for career opportunities in Federal and state employment. Our talent or skills bank has made several hundred referrals since its initiation and has managed to place Spanish speaking persons in strategic positions in government and private industry. This skills bank is being prepared for automatic data processing capability to serve as a ready referral system for government placement.

A plan has been proposed to the Civil Service Commission that would allow the placement of more college graduates in civil service. The plan is an extension of the existing plan of waiving the Federal Service Entrance Examination for those in the top 10 percent of the graduating class in an accredited university or college. We have suggested a better and more realistic guideline for Spanish-speaking graduates which would modify the existing weights given to screening candidates.

Staff members of the CCOSS have led workshops sponsored by our member agencies on the subject of equal employment opportunity as it relates to the Spanish speaking. We have especially concentrated on recruitment techniques, diagnostic ability testing, affirmative action planning and training opportunities for career employees.

Left to right, SBA official Albert Carter, Jr. SBA Administrator Hilary Sandoval, and Chairman Castillo Look On As Benjamin Fernandez, Board Chairman And President of National Economic Development Association (NEDA) Signs SBA grant agreement

Economic Development

CCOSS has established day-to-day working relationships with the Economic Development Agency, the Office of Minority Business Enterprise and the Small Business Administration to insure that these growing areas of Federal involvement expand their programs to include the Spanish speaking. An extensive survey has been conducted to identify and locate minority contractors. The economic development staff met with these contractors and the Secretary of Commerce to develop plans for increased participation of Spanish-speaking contractors in bidding government procurement contracts.

The staff works closely with two Mexican American banks, one which recently received a charter in Houston, to assure that these emerging financial institutions participate in the Federal deposit insurance programs. Assistance was also given to a San Fernando (California) group of Spanish-speaking citizens who received the first Federal saving and loan charter awarded to a Spanish-speaking community.

The Economic Development staff headed by Manuel Oliverez is planning a series of economic development conferences involving its member agencies and Spanish-speaking experts to insure significant participation of Spanish surnamed people in the manpower and capital generative aspect of this country's economic life. Major accomplishments in this area include:

The development and funding of a national nonprofit, tax exempt corporation for economic development, the National Economic Development Association. This corporation, made up of Puerto Ricans, Mexican Americans, and Cuban Americans, represents a "first" in that it will provide regional technical assistance to Spanish-speaking businessmen, contractors, and community groups in programs designed to increase economic development in these emerging communities;

The funding of two Mexican American Small Business Investment Corporations (MESBICS) by the Small Business Administration;

Technical assistance to 90 community groups seeking help in the establishment of economic development programs through the Office of Economic Opportunity, the Department of Commerce, and the Small Business Administration;

Agreement by major financial institutions to train and assist Spanish-speaking persons in the field of financial management so that they can return to their communities with the skills necessary to insure stable and effective efforts in the field of economic development.

Housing, Community and Neighborhood Development

CCOSS has worked closely with community groups in the development of nonprofit sponsors for low-income housing. Feasibility studies have been conducted for community groups and for the Department of Housing and Urban Development. In efforts to place the housing needs in proper perspective, housing economist Alejandro Becerra helped develop a proposal for a research grant to study and articulate the housing patterns in Spanish-speaking communities and to determine life style models for multifamily housing. The housing staff has helped in the planning of two major conference on the needs of the Spanish-speaking conducted by HUD, advising this department regarding experts, consultants, needs and programs for the Spanish-speaking. Major tangible accomplishments by our staff in this area include:

Assisting the city of El Paso, Tex., to obtain 500 new units of housing in the most depressed neighborhoods in the city; staff also originated the present plan for an $80,000,000 rehabilitation program for South El Paso's Mexican American area;

Assisting the Puerto Rican Forum in New York City to develop its housing programs and providing technical assistance to the forum's existing projects;

A Puerto Rican Tenement Section in New York City

Assisting the Puerto Rican Development Agency in Camden, N.J., to design a housing project;

Assisting and advising the model cities staff in San Juan, Puerto Rico to formulate and design the citizen's participation program;

Serving as technical advisers to the Social Security Administration in the preparation of a film for the Spanish speaking explaining social security programs;

Funding for a $3½ million low-income housing complex for the Mexican American community in Sacramento, Calif.;

Coordinating the Federal emergency assistance in the recent Lubbock, Tex., tornado which destroyed the entire Mexican American area in that city, acting as advisers to the President's Office for Emergency Preparedness and bringing the residents into the city's rehabilitation program planning;

Developing and securing funding for research grants to determine feasible housing programs for the Spanish speaking.

Additionally, the Committee is well on its way to securing funding for a national Spanish-speaking housing foundation which shall provide technical assistance to several thousand Spanish-speaking communities in the field of housing. Staff is daily providing this assistance to many groups, both public and private, in efforts to meet the critical housing problems of both rural and urban residents.

Education

Staff program specialists in bilingual education, and other related program areas in elementary, secondary and higher education, serve as technical consultants to various school districts and local education agencies, as well as to the U.S. Office of Education. CCOSS has evaluated and advocated the funding of 14 bilingual education programs, several Teacher Corps programs, both urban and rural, and other programs or projects related to the education problems of the Spanish speaking. The first assignment given to the Committee's education staff was to research the applicability of the court decision in *Brown* v. *The Board of Education* to the discriminatory practices of many school districts against Spanish-speaking children. J. B. Casas of the Committee's legal and legislative staff similarly researched the possible applicability of title VI of the Civil Rights Act of 1964 to this same area. Special highlights of Committee staff efforts in education include:

Interceding directly with the Secretary of Health, Education, and Welfare to save and fund an exemplary program for Spanish-speaking children known as the Malabar project;

A Mexican American Child Pursues An Education

Cosponsoring with HEW and the Department of Justice, the first title VI conference for Spanish-speaking children to which were brought legal staff from HEW Civil Rights Office, Department of Justice Civil Rights Division, the Mexican American Legal Defense Fund, the California Rural Legal Assistance League, and leading Spanish-speaking constitutional experts to develop the principles for title VI actions in behalf of the Spanish-speaking schoolchildren;

Participating in the issuance by the Secretary of HEW of a memorandum to school districts having more than five per cent Spanish-speaking children to inform those districts that discrimination against Spanish-speaking children will cease as of this fall and to require title VI compliance in programs for Spanish-speaking children;

Participating with the Office of Education in the development of the first leadership training project for Spanish-speaking educators and community leaders—a project which is now funded and operational and whose scope is the on-site evaluation and realignment of education programs for the Spanish speaking;

Sponsoring the first southwestern conference for Mexican American studies centers in order to facilitate the interdisciplinary development of baseline methodology and curriculum for Spanish-speaking university students;

A Mexican American Child In A Man's World

Participating with HEW's task force on adult basic education to develop viable and sound programs for the Spanish-speaking adults in basic or job oriented education and instruction;

Securing funding for the first adult basic education program for the Spanish speaking in the District of Columbia;

Participating in HEW's National Conference on Title VI guidelines for Spanish-speaking children at which HEW policy personnel met to develop guidelines for fall of 1970 compliance with desegregation plans in school districts serving Spanish-speaking children;

Meeting with major publishers of diagnostic and achievement tests to develop bias-free instruments in compliance with Federal court orders pending in several States.

Comprehensive Social and Rehabilitative Services

CCOSS is preparing the guidelines and program direction for a national comprehensive health foundation, the purpose of which will be to coordinate activities and programs between the institutional health centers and the

CCOSS Staff Meets With Social Security Officials

Spanish-speaking community. Technical assistance will also be furnished to community groups seeking mental health, prenatal health or other health services. The average life span of the Spanish-speaking farm worker is nearly half that of other groups in this country. The Committee has succeeded in persuading HEW and local health agencies to begin to attack the problems of migrant and rural health.

The Cabinet Committee has advocated and secured funding for the Alviso Health Center which provides health service to the low-income Spanish-speaking persons in the valleys of California and for the Mission Health Center in San Francisco for urban dwellers. The goal is to replicate these health service programs in other Spanish-speaking communities where local, state, or Federal resources can be located and utilized.

CCOSS has evaluated and recommended for funding, thirteen proposals in the field of juvenile delinquency prevention, assisted in the funding of a key program aimed at narcotic addiction treatment and prevention, and assisted in the funding of child care centers and new careers projects in health and social services.

Miscellaneous Matters

The mission of the Cabinet Committee on Opportunities for Spanish-Speaking People often allows the staff to move into areas where the Federal government has not been able to act. For example, when the State of Texas delayed its passage of welfare legislation, there was a food crisis in many of the largest counties in that state for mothers and children previously receiving welfare allotments under state assistance programs. CCOSS was able to avert a potential disaster by contacting the Office of Economic Opportunity and arranging the use of uncommitted emergency monies toward the feeding of several thousand mothers and their children until such time as the state could enact its welfare package for the next fiscal year.

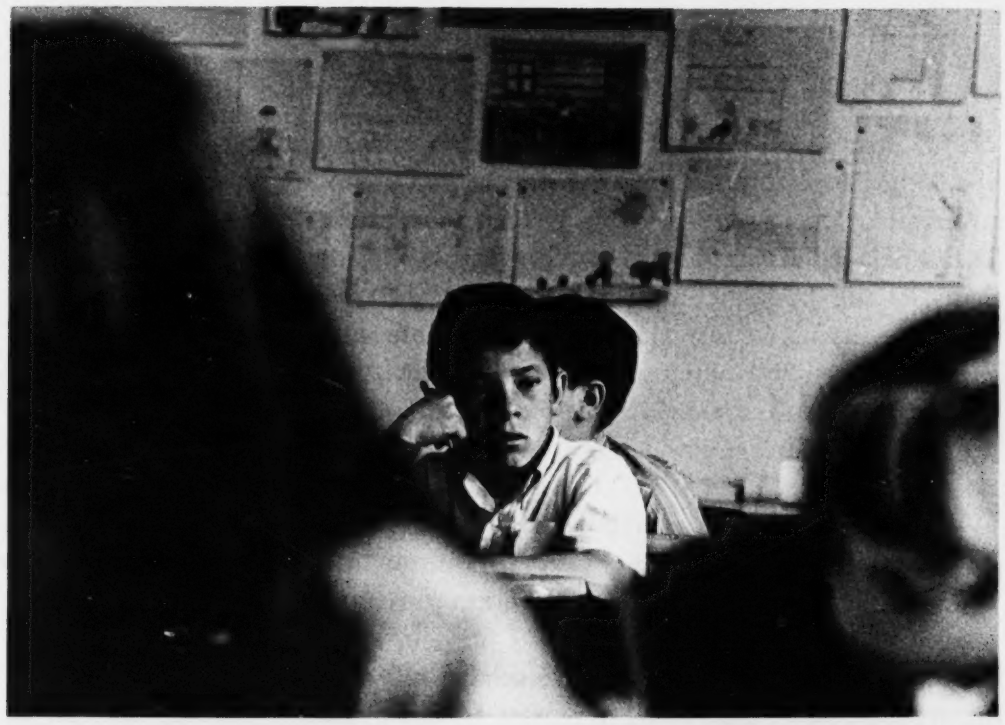
The Committee's legal staff is coordinating its effort in the field of civil rights with agency civil rights programs throughout government as well as with local legal service agencies which are providing consumer or counseling service for the poor or indigent.

The Legislative Affairs office under Carlos Ruiz reviews and recommends legislative reform as it relates to the Spanish speaking as well as handling the bulk of sensitive and important congressional inquiries or request for assistance from Members of Congress with significant Spanish-speaking constituencies.

The administrative staff works closely with the White House staff in advising on matters of interest or concern to the Spanish speaking and serves as consultants on Spanish-speaking components in White House conferences, national program committees, and related matters.

Public Affairs and Research

The lack of communication between Spanish-speaking Americans and social and government institutions has long been a looming factor in the isolation and neglect of the second largest minority in the nation. Communications, therefore, has become a vital element of the Cabinet Committee. CCOSS's Office of Public Affairs headed by Carlos Conde has developed a network of information to inform communities and create greater involvement in the problems of the Spanish speaking. It produces a monthly national newsletter on federal activities involving the Spanish speaking. It has also developed a national mailing list of individuals, organizations and institutions with interest in Spanish-speaking affairs and made the list available to Federal agencies that want to reach the Spanish-speaking community. The Office of Public Affairs has helped the news media produce



A Mexican American Schoolboy Stares Into His Future

major stories on issues of Spanish surnamed Americans and has participated in media conferences and projects which will increase and improve the image of the Spanish-speaking people.

The Research Unit is responsible for maintaining an overview of studies relating to the Spanish speaking and seeks to foster scholarly research on this group. Three major documents published include:

—*Spanish Surnamed American College Graduates.* This publication is prepared annually and is an actual listing of prospective college graduates from selected institutions in areas where there are known to be heavy concentrations of Spanish speaking. Information included in the compilation provides the recruiter with the names, addresses, dates of graduation, degrees and majors of individual students, as well as with a series of recruiting tables indicating the total number of graduates within each discipline from each school.

—*Directory of Spanish Speaking Community Organizations.* This comprehensive listing of community organizations has proven to be very much in demand, with close to 10,000 copies having been distributed within three months of its publication. This project gives detailed information on each group and has been computerized for ease in updating.

—*The Spanish Speaking in the United States: A Guide to Materials.* A bibliography containing references to books, periodicals, serials, audio-visual materials and other sources on the Spanish speaking community.

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